



## @USNPEOPLE WEEKLY WIRE

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Chief of Naval Personnel Public Affairs

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### 5.) 21<sup>st</sup> Century Sailor bi-weekly roll-up:

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- New Policy Protects Marines, Sailors Facing Separation for Mental Health Issues [\[LINK\]](#)
- '101 Critical Days of Summer' Campaign Begins at NDW [\[LINK\]](#)
- LIFELINK – JUNE [\[LINK\]](#)
- Focus on Safety Is Always Critical In Naval Aviation [\[LINK\]](#)

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) Meet the Navy's 58th Chief of Naval Personnel: Vice Adm. Robert Burke / 6 JUNE 16 [\[LINK\]](#)**

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*"We need more and more technologically savvy folks out there. We're competing with industry for the exact same technical experts that Google and Amazon and other hi-tech companies are looking for." Vice Adm. Robert Burke*

MC2 Burleson: Welcome I'm joined with the 58th Chief of Naval Personnel, the newly appointed, Vice Admiral Robert Burke. Thank you for being here today.

CNP: Thank you it's my pleasure.

MC2 Burleson: Congratulations on your new position.

CNP: Thank you I'm honored.

MC2 Burleson: Sir, it's your first week on the job, what are some of the priorities you would like to focus on as CNP in the next few months?

CNP: Well, I think a lot of folks may not realize that I've been working for Admiral Moran for the better part of the last year, so I was involved in the development of the current efforts that are underway. I'm pretty invested in them. I think they are the right things for the Navy. The fleet won't really see much of a change in emphasis from CNP, or from the N-1 organization. I would say that the priorities really remain, first and foremost, keep the fleet fully and properly manned. We can't afford any movement backwards on that. Admiral Moran really put a lot of efforts in place in manning, and the feedback that we get from across the fleet, that's made a difference in quality of service and quality of life. The second priority is going to be to deliver on Sailor 2025. Really bring in a program that is up and running, continues to live and breathe and involve as we learn more as we figure out new ways to increase career flexibility, transparency and choices for our Sailors. The third priority is to transform and overhaul our own internal manpower, personnel, training and education organization, our

whole personnel system so that we're to deliver on Sailor 2025 and poise ourselves for a more competitive market for talent in the future.

MC2 Burleson: Sir, what are your expectations that you hope to achieve as part of your tenure as CNP?

CNP: Thanks, that's a great question. I have done three previous tours in the personnel system, and as mentioned before I've worked closely with Admiral Moran. I have a vested interest in making some improvements. My first expectation is that we continue to deliver on obtaining trust, balance and stability for our Sailors. We have to make the team understand that we really are working for them, and understand we're looking out for their best interest day in and day out. The balance piece is about work balance, stabilizing deployment lengths and it's about making it more and more possible to have a family; have a career; do all the things that people want to do in life while staying Navy. The stability piece is again similar sorts of things with deployments lengths stabilizing, but also stability in the personnel system. Understanding that you're going to have certain expectation of opportunity for advancement or promotion, and continuing the trend of making things predictable so that you understand where you might be so many years down the road in your career path and what your opportunities might be.

MC2 Burleson: Talking about initiatives. What are some Navy personnel initiatives that you would like to talk about, and what is Sailor 2025?

CNP: Sailor 2025 really started out as a group of independent initiatives just to try and get our arms around how we might modernize the personnel system. Today we've really coalesced that into 43 different initiatives that are alive and well. And those initiatives fall under three major categories. The first one is to really completely modernize our entire personnel system. We would envision someday where folks will interact with their detailers on their personal mobile devices. That you would be able to have complete transparency on all the jobs that might be available for your next assignment, and that you can negotiate that, sort of a Linked-In type of venue. We want more flexibility. Things like the career intermission program, things like graduate education opportunities, or initial four-year degree education opportunities for folks, just the ability to have choices, flexibility and transparency in the process. The second level or effort is about modernizing our training. We call the whole group of initiatives ready relevant learning. It's about getting the right training to the right Sailor at the right time. Rather than going all the way through an initial training pipeline of what we call today A school and C school. In certain ratings it might be advantageous to break them up in blocks throughout their careers so that as you come back for your second or third sea tour you're getting updated training on updated and modernized combat systems or whatever systems you operate in your particular career field. Then the other aspect of this is not only the right training at the right time, but training delivered in the right manner. We're proud to be leading the way in the department of defense in innovative training mechanisms. It's things like the use of artificial intelligence, tutors for our cyber warfare experts. It's things like computer aided training devices that our essentially rooms full of flat screens that could be reconfigured to be a submarine radio room one hour,

then the next hour it's a tomahawk vertical launch console. That's designed to after folks have initial familiarity with their jobs, now they can get the reps and sets necessary to become really confident in their skills. Then there are other things like simulators and other reconfigurable training systems that help us again practice more frequently; practice in between sea tours. Go get to your ship ready to do your job with very little ramp up whenever you get to the ship. Then the third piece of it is really enriching our culture. That's about the work-life-balance. That's about family friendly services; more childcare options; more childcare hours. It's about a culture of fitness. Being fit all year round, not just running twice a year for your physical readiness test.

MC2 Burleson: That was a lot of great information. What do you think is the biggest challenge that the fleet faces regarding personnel?

CNP: The biggest challenge we face right now, in addition to being in sort of a physically constrained environment, we have to be very mindful of the dollars that we spend to make sure we're getting what need to out of those dollars. That's one aspect of it, but I think the bigger challenge is that our ships and aircraft and equipment are getting increasingly sophisticated. We need more and more technologically savvy folks out there. We're competing with industry for the exact same technical experts that Google and Amazon and other hi-tech companies are looking for. So we have to continue to reach that market to make those folks understand the value of a career in the Navy and what the Navy can give to the individuals.

MC2 Burleson: You were a submarine officer by trade. You served on the submarine as a CO and a commodore, and you were also the recipient of the Stockdale Award. How has your achievements and your career path, how has that made you ready for this position?

CNP: I've had some tremendous opportunities in my career and I've had the benefit of having had some amazing teachers. From my first chief when I was a division officer, all the way up to most recently Admiral Moran, and a lot of great commanding officers and flag officer and first class petty officers along the way. I'll tell you my biggest take away is respect is a two-way street. You respect folks up the chain of command. We talk about that a lot, but I believe that it pays huge dividends when you show respect down the chain of command as well. That's sort of a form of humility, humility and understanding that everyone can contribute regardless of their rank. Everyone has fresh ideas, that a form of diversity, fresh ideas regardless of the seniority. It brings value to the team; it makes a better team. By showing that up and down the chain of command by working for your team it will give back to you thousands of times over. This tour I'm particularly excited about because I get to work for the team. Everything I do; when I come in the morning, I'm excited about going to work, about what I can do to help our Sailors each and every day.

MC2 Burleson: Finally, what is your message to the fleet?

CNP: I would just ask the fleet to understand that first of all, you got a lot of folks working in the manpower, personnel, training and education enterprise that have your best interest in mind each and every day. We're working hard. Sometimes it can be frustrating and you're reading Navy Times and your local newspaper or blog sites about some of the battles that go on. But there are folks fighting hard day-in and day-out to get the best composition, the best career choices, and the best options that we can deliver. I think in the end, the Navy is a great place to stay and we are going to continue to get even better and we look forward to seeing you out in the fleet.

MC2 Burleson: Sir, that's all I have for you. Thank you for answering the questions.

CNP: Thanks petty officer Burleson

MC2 Burleson: Again, congratulations on your position as CNP. And thank you all for watching, and be sure to stay tuned for the latest news coming from the chief of naval personnel office.

## **2.) Officials: Pentagon to Unveil Plan to Adjust Promotion Rules / 9 JUNE 16 [\[LINK\]](#)**

ASSOCIATED PRESS, Lolita C. Baldor

WASHINGTON — Military troops may be able to sidestep the Pentagon's entrenched "up or out" promotion system under sweeping new proposals being unveiled Thursday, aimed at keeping high-tech experts or other specialists on the job, according to defense officials.

Defense Secretary Ash Carter is expected to roll out the plans Thursday, marking the third — and most groundbreaking — installment in his campaign to modernize the military's antiquated bureaucracy. The proposals are largely aimed at giving the military services a greater ability to attract or hold on to quality service members and keep them in jobs where they excel.

Carter's plan, hammered out by staff and senior military leaders over recent months, won't abolish the traditional system that forces service members to leave if they don't get promoted within a certain period of time. Instead, the officials said it will give the services the flexibility to bypass those rules for individuals when they feel it's needed.

Several defense officials spoke about the details of the plans on condition of anonymity because they weren't authorized to discuss the issue publicly ahead of the announcement. Military leaders have expressed varying degrees of support for the promotion changes, noting that in some fields — such as fighter pilots or certain combat command positions — the strict advancement system may make more sense.

Many of the proposals will require congressional approval, but there is some general support for giving the military greater flexibility, as long as the historical systems aren't eliminated.

One idea likely to hit opposition on Capitol Hill is Carter's proposal that the Pentagon give department civilians six weeks of paid paternal leave for the birth or adoption of a child. There are currently rules for family leave that apply to the entire federal workforce, and it would be difficult to carve out that type of more generous exception for the Defense Department, and likely even harder to get it approved for federal workers across the board.

Carter also wants to allow civilians to work part time during the first year after a birth or adoption, and allow them to have more flexible work hours when possible. That plan may not require legislation.

The promotion proposal, which also requires a law change, would allow a major or captain to remain at their rank for years or even their entire career, if they are highly skilled in a critical field such as cyberwarfare or another technical job.

The new plans would also allow troops to ask to have their promotion review postponed if they haven't completed all the requirements for the next rank, and want to pursue another opportunity, such as an internship or higher education.

The current promotion system has been in existence for decades, and gives senior leaders little flexibility. Service members must complete a number of specific requirements — including certain command responsibilities and schooling — before getting promoted to the next rank. And they must do it within certain timelines.

Carter has complained that such systems tie leaders' hands and make it harder for them to compete for talent, particularly as he works to beef up innovation and technology within the department.

Another suggested change would allow the services to bring in new people with critical abilities and start them at a higher rank, rather than at the bottom of the officer pool. That is done now with some specialties, such as doctors, lawyers and chaplains. But Pentagon officials want to be able to do it for many high-tech jobs.

Other proposals would allow the military services to schedule promotions based on merit, rather than seniority, and make it easier for troops who leave the service for medical reasons to get civilian defense jobs.

And there are plans to upgrade recruiting efforts to make them more computerized and targeted, and also allow the department to hire more quickly when needed to get quality personnel.

The latest proposals come in the wake of changes Carter announced over the past seven months. In January, he doubled the length of fully paid maternity leave for female service members and expanded the hours that military child care facilities are open and the number of children that can be accommodated.

Last November, he rolled out plans to change the retirement system to allow investments in a 401(k)-type retirement plan and increase internships.

He has argued that the Pentagon needs to get in line more with the corporate world, and strengthen ties with high-tech companies to bring the best and brightest into the department.

### **3.) Navy's Next Top Enlisted Sailor is a Cryptologic Technician / 9 JUNE 16 [\[LINK\]](#)**

MILITARY.COM, Hope Hodge Seck

The next master chief petty officer of the Navy is a sailor with nearly three decades of service who hails from the cryptologic warfare community.

In a joint announcement on Thursday, Chief of Naval Operations Adm. John Richardson and Master Chief Petty Officer of the Navy Mike Stevens announced Fleet Master Chief Steven Giordano, currently the top enlisted adviser for U.S. Naval Forces Europe and Africa, would become the next top enlisted sailor after Stevens retires Sept. 2.

The announcement itself made history, drawing over 1,500 viewers and was broadcast on the brand new Facebook live platform from the Navy's Senior Enlisted Academy in Newport, Rhode Island.

Richardson praised the chief petty officers in the audience, saying their conduct and capability was what set the Navy apart on a global scale.

"This selection process just validated to me why the U.S. Navy is the envy of the entire world," he said.

Giordano, who assumed his current position at U.S. Naval Forces Europe-Africa in March 2015, previously served for three years as the force master chief for Navy Information Dominance Forces. That command has since been renamed Navy information forces.

A Baltimore native, Giordano enlisted in the Navy in 1989 and completed Cryptologic Technician Technical training at the Naval Technical Training Center in Pensacola, Florida, before reporting to his first duty station at Fleet Reconnaissance Squadron 1 in Agana, Guam.

Giordano has spent a significant portion of his career forward deployed and stationed outside the continental United States, deploying to Bahrain in support of Operations Desert Shield and Desert Storm early in his career. While attached to Naval Security Group Activity Pearl Harbor, Hawaii from 1993 to 1996, Giordano completed multiple operational deployments aboard ships attached to U.S. Pacific Fleet, according to his official military biography.

He completed three more operational deployments after reporting to Naval Security Group Activity Rota, Spain, in 1999.

He has also held senior rank aboard ship, serving as the command master chief aboard the Oliver Hazard Perry-class frigate USS McClusky from 2009 to 2010.

Stevens, who served as MCPON for four years, advised Richardson and his predecessor, Adm. Jonathan Greenert.

During his tenure, Stevens oversaw significant changes to training for senior enlisted sailors, working to do away with traditional chief petty officer initiation rites, or induction, in favor of a formal training and preparation course, and making attendance of the Senior Enlisted Academy a requirement for promotion to master chief.

More recently, he helped inform the Navy's new tattoo policy, released this year, with the most lenient rules of any military service.

"Every dog, or should I say, every MCPON, has their day," Stevens joked, as he discussed wrapping up his 33-year Navy career. "And I think my day is about to come."

#### **4.) With Women in Combat, Taking the 'Man' Out Of Job Titles / 9 JUNE 16 [\[LINK\]](#)**

ASSOCIATED PRESS, Jennifer McDermott

NEWPORT, R.I. (AP) — Engineman? Yeoman? Not so fast. Now that women will be allowed to serve in all combat jobs, the U.S. Navy and Marine Corps are dropping "man" from some of their job titles to make them inclusive and gender-neutral.

Much like the term "fireman" has evolved to "firefighter" and "policeman" to "police officer," an engineman could be called an engine technician and a yeoman could be called an administrative specialist.

"This is one more step in how our force has changed," Secretary of the Navy Ray Mabus said in an interview Friday. "Our force has evolved, our force is different. And I believe it's stronger and better."

Some Army and Air Force titles end in "man," too, but the services aren't considering changing them. The names are historically significant, and the focus now is on bringing women into the jobs rather than on what to call them, both services said.

Defense Secretary Ash Carter ordered the military in December to open all military jobs to women, including the Marine Corps and special operations forces like Navy SEALs and Army Green Berets.

During a visit to Newport, Rhode Island, in late May, Carter was asked by The Associated Press whether job titles that end in "man" should change throughout the military. Carter spoke about the benefits of opening jobs to women to make "full use of the wonderful talents of half of the population of the country."

"Signifying that in all appropriate ways is, I think, exactly that, very appropriate and needed," he said.

Carter said that he didn't offhand have a good alternative for titles that were stripped of "man," but that someone smart was going to figure it out.

Mabus called in January for a review of Navy and Marine titles. There are nearly two dozen in the Navy that end in "man" and roughly a dozen in the Marines.

Mabus said he wants titles that more accurately convey who is doing the job and what the job is.

"In the overall scheme, it's a small thing, but I think it's important because it's what sailors and Marines call each other, and words do matter," he said.

Mabus, who is reviewing the services' recommendations now, said the Navy and Marines will announce changes this summer.

Some iconic titles will stay the same, and others will change to make the jobs easier to understand outside of the military, which will help when sailors and Marines are looking for civilian jobs, he added.

For example, few civilians know what a hospital corpsman does, Mabus said. A corpsman could be called a medic or an emergency medical technician, much like "messman" was previously changed to culinary specialist, he added.

A female yeoman told a senior Navy official that "administrative specialist" would be a better title than yeoman, Mabus said.

Lory Manning, a retired Navy captain, said that there are fairly easy substitutes for many of the titles, and that they should be brought up to date.

"It's time for us to let go of telling women, 'You're just included. We don't call you out by sex, but just know you're part of mankind,'" said Manning, a senior fellow at the Service Women's Action Network. "When you hear that 'man' at the end, the image is a male image."

Army spokesman Lt. Col. Jerry Pionk said his service branch might consider such changes in the future if it helps accomplish missions. The bigger challenge is that the Army will start to train the first female soldiers to serve in the front-line combat branches later this summer, including the infantry, he added.

Infantrymen have walked the battlefields and engaged the nation's enemies for centuries, and "there are a lot of emotions around that," Pionk said.

National Infantry Museum Director Frank Hanner served as an infantryman.

"No matter what they call us, we'll do the job," Hanner said.

Air Force spokeswoman Capt. Brooke Brzozowske said a job title review is not currently underway or being considered in the Air Force.

The Coast Guard, which falls under the Department of Homeland Security, is monitoring efforts, spokesman Lt. Cmdr. David French said.

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